

**Memorandum of Understanding
Between
School District #1, Denver Public Schools
and
Denver Classroom Teacher Association**

December 7, 2007

Substitute Teacher Compensation

The District and the Denver Classroom Teacher Association agree to the following changes to Article 32-2.

Substitute Pay

Retired Classroom Teachers who substitute for the District will earn \$106.80 per day. Upon attaining sixty days during any school year will receive a daily rate of \$150.00/day - \$75.00/half day for any additional days works that school year.

Daily Substitutes who substitute for the District will earn \$90.80 per day. Upon attaining sixty days during any school year will receive a daily rate of \$137.00/day - \$68.50/half day for any additional days works that school year.

In addition to the rate changes outlined above, the District will take the following actions:

1. Links will be added to the District's Substitute website directing interested parties to professional development opportunities with the District.
2. The District will perform an analysis of the substitute tracking data to look for potential trends or issues. The data will be made available to DCTA during the annual collective bargaining process.
3. Substitute teachers will be surveyed by March 1, 2008 to determine if there are other potential issues that can assist with retention.

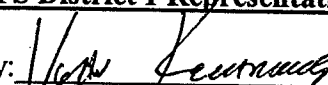
DCTA Representative

By: 

By: 

Date: 12/11/07

DPS District 1 Representative

By: 

By: 

Date: 12/11/07